

CRANSTON SCHOOL COMMITTEE MEETING

MONDAY, MAY 16, 2005

WESTERN HILLS MIDDLE SCHOOL

400 PHENIX AVENUE

EXECUTIVE SESSION: 6:00 P.M.

PUBLIC SESSION: 7:00 P.M.

MINUTES

The regular meeting of the Cranston School Committee was held on the evening of the above date at Western Hills Middle School with the following members present: Mr. Archetto (arrived at 6:29 p.m.), Mrs. Greifer, Ms. Iannazzi, Mr. Lupino, Mr. Palumbo, Mr. Stycos, and Mr. Traficante. Also present were Mrs. Ciarlo, Mr. Scherza, Mr. Balducci, and Mr. Votto.

The meeting was called to order at 6:05 p.m. It was moved by Mrs. Greifer, seconded by Mr. Traficante and unanimously carried that the members adjourn to Executive Session pursuant to RI State Law 42-46-5(1), Personnel, PL 42-46-5(2), Contract and Litigation, and PL 42-46-5(8)(a), Student Disciplinary Hearing.

Mr. Palumbo reconvened the meeting at 7:39 p.m.

The roll was called and the Pledge of Allegiance conducted.

Moved by Mr. Lupino, seconded by Mr. Traficante and unanimously carried that the May 16, 2005 Executive Session minutes remain confidential.

Moved by Mr. Lupino, seconded by Mrs. Greifer and unanimously carried to move Resolution No.'s 05-5-1 through 05-5-4 to the beginning of the meeting before all other business.

SPONSORED BY THE COMMITTEE

NO. 05-5-1 – Whereas, Helen Jones-Quiterio, a high school chemistry teacher at Cranston High School East, was nominated by the New England Association of Chemistry Teachers to be the recipient of the 2005 New England Chemistry Teacher award for the State of Rhode Island, and

Whereas, Helen was selected by the New England Association of Chemistry Teachers from all the chemistry teachers in the State of Rhode Island, and

Whereas, Helen has been a successful science teacher in the Cranston Public Schools for five and one-half years, and

Whereas, Helen was presented the Award at NEACT's annual meeting on Saturday,

May 14, 2005, at Medford High School in Medford, Massachusetts,

Be it RESOLVED that Helen be recognized by the Cranston School Committee for her outstanding academic and professional excellence, and

Be it further RESOLVED that she be presented with a copy of this Resolution signed by the members of the Cranston School Committee.

Moved by Mr. Lupino and seconded by Mr. Traficante that this Resolution be adopted.

Mrs. Greifer read the Resolution and presented it to Helen. A photograph was taken.

This Resolution was adopted unanimously.

SPONSORED BY THE COMMITTEE

NO. 05-5-2 – Whereas, Future Business Leaders of America (FBLA) is the oldest and largest national organization for students preparing for careers in business leadership, and

Whereas, members gain the competitive edge for college and career

successes, and

Whereas, the Rhode Island FBLA has over 1,000 students that compete on an annual basis in business related subjects from accounting to web site design, and this year nine students from Cranston High School West competed in the State Leadership Conference held on

April 1, 2005 at the Harborside Campus of Johnson & Wales University,

Be it RESOLVED that the following students be recognized by the Cranston School Committee for their outstanding performance in this competition:

Joshua Klein 1st Place Accounting I

Stephanie Lamb 1st Place International Business

Jason Dodier 2nd Place Job Interview

3rd Place Marketing

Joel Penney 3rd Place Visual Basic Programming

5th Place Accounting I

Megan Crecelius 5th Place Public Speaking II

Be it further RESOLVED that they be presented with a copy of this Resolution signed by the members of the Cranston School Committee.

Moved by Mr. Lupino and seconded by Ms. Iannazzi that this Resolution be adopted.

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Mr. Lupino read the Resolution and presented it to the students. A photograph was taken.

This Resolution was adopted unanimously.

SPONSORED BY THE COMMITTEE

NO. 05-5-3 – Whereas, the Cranston High School East Choir, Chamber Choir, Women's Barbershop Quartet "4 of a Kind", and Men's Barbershop Quartet "Top Row", under the direction of Richard Lepore, participated in the "Festivals of Music" held in Toronto, Canada April 20 to April 24, 2005, and

Whereas, they received the "Overall Vocal Award" for the highest average score of all the vocal groups in the festival, and

Whereas, Sarah Izzi received the award for the "Best Solo Vocalist" in the entire festival,

Be it RESOLVED that the following students be congratulated by the Cranston School Committee for their hard work and dedication to music, and

Be it further RESOLVED that they receive a copy of this Resolution signed by the members of the Cranston School Committee.

Juan Alvarez	Andrea Bakalakis	Nadline Barron	Charilys Batista
Shanika Boadu	Haley Brennan	Amanda Bussman	Patricia Castillo
Stephen Conard	Jennifer Conti	Sara Dillon	Scot Dillon
Eliza Docca	Daniel DosSantos	Megan Dube	Sara Duphily
Katherine Dyer	Briana Faiola	Heidi Fernandez	Brittany Fowler
Ryan Giviens	Matthew Goyette	Robert Green	Amanda Grinchell
Richard Guilmette	Kayla Halsall	Benjamin Hampson	Christopher Hampson
Sarah Izzi	Corinne Jennings	Naika Joseph	Eric Kalver
Audrey Kauch	Kathryn Lavey	Rachel Lucero	Andrea Mainella
Paul Manfra-Willis	Alyssa Martineau	Samantha McDonagh	Tamlyn Miller
Tyra Moan	Timothy Moquin	Jamie Morrone	Miranda Nero
Nicola Notta	Tara Olszewski	Matthew Palmer	Ami Pariseault
Megan Quiterio	Jacqueline Rico	Alysia Ross	Jennifer Rothfeld
Justin Ryan	Sineath Sam	Kerri Solitro	Danielle Speicher
Andrea Symonds	Ben Todoriko	Ilene Trang	Alexandria Vachon
Melissa Veader	Melissa Xie		

Moved by Mr. Lupino and seconded by Mrs. Greifer that this Resolution be adopted.

Ms. Iannazzi read the Resolution and presented it to the students. The Chamber Choir performed for the public and School Committee. A photograph was taken.

This Resolution was adopted unanimously.

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SPONSORED BY THE COMMITTEE

NO. 05-5-4 - Whereas, Cranston High School West students, under the leadership of their coach, Mr. Steven Krous, participated in the Eight Annual National Ocean Sciences Bowl, Rhode Island and Connecticut Regional Competition, and

Whereas, a five-member team placed First in the Region and advanced to the National Level Competition in Biloxi, Mississippi where they placed First in the Nation, and

Whereas, this championship team will fly to Hawaii where they will spend over a week working side by side with scientists to explore the array of ocean sites and facilities in Hawaii, and their adventure will include among other things a dolphin training session with the

scientists at Dolphin Quest, and a close-up view of erupting volcanoes at Volcano National Park all courtesy of Dolphin Quest, Hilton Waikoloa Village, the National Oceanic and Atmospheric Administration's National Ocean Service, the Office of Naval Research, and the University of Hawaii,

Be it RESOLVED that the following team members be congratulated by the Cranston School Committee for their outstanding achievements:

FIRST PLACE TEAM

**Vanessa Scialabba (Captain) Benjamin Gaines Victoria Schuele
Jordan Duran Patrick Hanly**

Be it further RESOLVED that these students and Mr. Krous receive a copy of this Resolution signed by the members of the Cranston School Committee.

Moved by Mr. Lupino and seconded by Ms. Iannazzi that this Resolution be adopted.

Mr. Traficante read the Resolution and presented it to the students. A photograph was taken.

This Resolution was adopted unanimously.

Mr. Palumbo reported out that with regard to the appeal dealing with the student detention for excessive tardiness the committee voted in Executive Session six in favor with one abstention to uphold the administration's decision.

COMMUNICATIONS

Mr. Lupino reported that the Hugh B. Bain Science Olympiad Team placed first in the State for the second consecutive year during the April 16, 2005 competition held at Rhode Island College. The team of seventeen students will now travel to the University of Illinois on May 21, 2005 to compete in the national finals with teams from all states throughout the country. Last

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year, when the team won its first state championship, donations were received from Cranston schools, local businesses and organizations, and the public. The trip to Illinois is expensive. Members of the entire school and community are involved in raising funds. Donations of any size will help send this team to the University of Illinois. Mr. Lupino went on to say that he has had conversations with Mr. Bostock, Science Department Chairperson, concerning his fund raising efforts to make certain that they were fair to all involved, and he assured Mr. Lupino of that. He also answered all the other

questions regarding non-support from the students of chaperones for their trips and addressing the needs of disadvantaged students. With that in mind, checks may be mailed to the school and payable to the Bain Science Olympiad Fund. Anyone who has in their heart something to give to a worthwhile cause, the school is located at 135 Gansett Avenue in Cranston.

Mr. Lupino indicated to administration that the school district is about to embark on a program this summer to try to establish a central administration registration for all incoming students. This is something that has not been done in the past. The schools are closed for the most part a couple of weeks after school ends, and some have irregular hours. He asked how administration plans to get that word out to the public. Mr. Scherza responded that administration is in the process of working on this right now in terms of aligning it with the new data base reporting system. Administration hopes to be moving full speed ahead with it. They will be advertising in the newspapers as to the dates and times that they will be registering students and the location which will be in the Briggs Building. Mr. Lupino suggested contacting the Realtors Association to notify them. Many people are purchasing and repurchasing homes during the summer months. It should also be posted outside the schools directing them to the registration location. Mr. Scherza noted also that it will be placed on the district's website as well.

Mr. Lupino mentioned that he had a conversation with Mr. Kevin Walsh. This conversation is unrelated to the item on the agenda this evening which is the appointment of a health care consultant. Mr. Lupino had a telephone conversation with Mr. Walsh on Friday. This resulted from the recent press concerning Mr. Purcell from Blue Cross Blue Shield of Rhode Island and Mr. Farrell from United Health trading bobs in the newspaper with regard to what they can and cannot offer. Mr. Lupino stated to Mr. Walsh that he was going to ask him some questions. If they were in any way related to contract negotiations, please stop him because he was not involved in contract negotiations nor did he want to jeopardize that situation. Mr. Lupino stated that his primary concern is that the school district pays a fair amount of administrative costs in its contract. According to Mr. Walsh, the district is in the third year of a four-year contract. There were some terms agreed to in that contract that the district agreed to stay with them for four years. They supposedly, according to Mr. Walsh, gave the district a break on administrative costs. The competitive climate has certainly changed in those three years very drastically with the recent situation that has gone on with the State. Mr. Lupino further commented that he doesn't know where the committee will be coming up with the extra \$3 million. Mr. Lupino asked Mr. Walsh if the committee could approach Blue Cross Blue Shield of Rhode Island to renegotiate or come back with a better offer on the administrative costs.

His reponse was yes, he could. His response was that the committee would have a better shot if they joined with the City Council in making that request. He didn't know how successful it would be, but his attitude was that the committee would never know until they ask. Mr. Walsh did mention to Mr. Lupino about a give and take, but Mr. Lupino corrected him and told him that this is not a negotiating session with teachers or the like. The public relations benefits to anyone renegotiating this type of a different look see at what is going on could be beneficial to the city. On Saturday morning, Mr. Lupino contacted Councilwoman Fogarty who is the chairperson of the Finance Committee. He ran this by her, and she initially was in agreement but decided that she would like to report this back to her Finance Committee and to City Council President Aram Garabedian. Mr. Lupino noted that he was unable to reach Mr. Garabedian that day. Mr. Lupino quoted from Mr. Purcell's latest piece in the newspaper, "Because Blue Cross Blue Shield of Rhode Island is non-profit, taking the communities needs into account, we are making business decisions." Mr. Lupino felt that by him making this statement and the fact that the climate has changed since then...Mr. Palumbo interrupted Mr. Lupino stating that this was something the committee should be discussing in their work session. Mr. Lupino went on to say that he was not proposing a resolution but rather that the committee should draft a letter signed by the members of the committee. Mr. Walsh said that he would help the committee draft a letter. All the committee needed was some assurances or a verbal

agreement from the City Council to draft that letter. Mr. Lupino further commented that he was looking at programs such as Library, teacher aides, and things that the committee has yet to cut, and if the committee could save a few dollars, he would be willing to try. He asked his colleagues to join him in establishing that letter.

Ms. Iannazzi commented that she also had a conversation with Finance Committee Chair Fogarty. As a soon-to-be attorney, she conveyed some concerns she had to Mrs. Fogarty regarding this letter. If the committee is going to re-open negotiations, and that is what Mr. Lupino would be doing, because the committee has a contract they have to live within right now. If they are going to re-open negotiations with Blue Cross, then they are obviously going to be looking to extend their contract. With the State switching over health care providers, there are other alternatives right now, and she would be concerned to take on another year of Blue Cross when there are other possibly less expensive options out there right now.

Ms. Iannazzi stated for public record that Mr. Traficante and herself have excused themselves from negotiations with the Laborers Union. Negotiations will begin shortly, and they both felt they had a conflict of interest and will not be participating in those negotiations.

Mr. Lupino responded that he was not willing to give anything up. The simple request is whether or not they would be willing to renegotiate their administrative costs fee for the committee. The

option is still for the committee to find whether it is attractive enough to extend or state the stipulation that the committee is not interested in extending it. Just for the remainder of this contract, the committee would be looking for some concessions. He asked the committee to keep in mind that it is a very big powerful public relations move on their part if they were to grant that request.

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Mr. Traficante reported that the Rules Committee consisting of Ms. Iannazzi, Mrs. Greifer, and himself will meet on Friday at 9:00 a.m. in the Briggs Conference Room. Any member is welcome to join them to finalize their report regarding the rules for the School Committee. In response to Mr. Lupino's question, Mr. Traficante said that he had received information from Mr. Lupino.

Mr. Stycos asked if the committee would discuss Mr. Lupino's suggestion, and Mr. Palumbo responded that it would be brought forward in one of the committee's work sessions. It should be discussed in a work session rather than at this meeting.

Mr. Stycos stated that last week he visited the library at Bain to get an idea of what was happening in at least one of the libraries. The librarian, Heidi Blais, asked him to distribute to the committee their schedule of the different classes that go to the library. The point that is being made is that the library doesn't just sit there; teachers use it

often as a resource just about every period every day.

Mr. Stycos asked if the committee could set some meeting dates regarding the budget. He noted that he has received calls from constituents asking what was going on with the budget. People are concerned with various items on the cut list, and he would like to have a process laid out to carefully review the various items in the budget. Mr. Palumbo responded that now that the committee knows the dollar figure they are working with they will be able to sit down as a committee and look at where they are going to cut. Now that they know the figure, they can do it; it is something they could not do before. Meetings will be held, and if the need arises for extra meetings, it will be done. Mr. Stycos noted that he would like to discuss it at the May 19th work session, but it isn't on the agenda. There are no other meetings scheduled until later in June, and he wants to have a process in place. Mr. Palumbo stated that the issue must be addressed.

I. COMMITTEE REPORTS

There were no committee reports.

II. MINUTES – April 6, 2005; April 11, 2005; April 27, 2005

Moved by Mr. Traficante, seconded by Mr. Lupino and unanimously carried that the minutes of April 6, 2005, April 11, 2005, and April 27, 2005 be approved.

III. SPEAKERS – Agenda Items

Freda Lehrer, 63 Riverfarm Road – Mrs. Lehrer asked to speak regarding Resolution

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No. 05-4-23, athletic coaches policy. She stated that this was the very last item on the agenda, and she would listen to the committee's response on Cox Cable. She stated that someone had asked her if she was for or against this resolution. She asked the committee to examine the portion of the proposed policy with regard to evaluation of the coaches and to decide if this is something that the athletic director can perform in depth in a way that she, as a parent, would want him to do. Mrs. Lehrer distributed a copy of her comments that she read to the committee. A copy of her comments is attached for the record. She realized that revisions were being made to this proposed policy, and she was in favor of that.

Peter Nero, Principal, Western Hills Middle School – Mr. Nero stated that everyone was proud of Bain Middle School winning the Science

Olympiad. Western Hills will be competing in the international competition for Future Problem Solvers, and they will send five students. He pointed out that on Resolution No. 05-5-21, one of his teacher's names was left off, who is Jennifer Holdridge. He asked that her name be added to this resolution. She will be accompanying the students and teacher Amanda Kanaczet along with many parents to Kentucky for this championship.

IV. CONSENT AGENDA

There was no Consent Agenda for this meeting.

V. RESOLUTIONS

Moved by Mr. Lupino, seconded by Mr. Traficante and unanimously carried to bring from the table Resolution No. 's 05-4-5, 05-4-6, 05-4-7, 05-4-8, and 05-4-9.

NO. 05-4-9 – RESOLVED, that at the recommendation of the Superintendent, the appointment of elementary principal, be approved.

Moved by Mr. Lupino, seconded by Mr. Traficante and unanimously carried to withdraw Resolution No. 05-4-9.

NO. 05-4-5 – RESOLVED, that at the recommendation of the

Superintendent, the appointment of elementary principal, be approved.

Moved by Mr. Lupino and seconded by Mr. Traficante that this Resolution be adopted.

Mrs. Ciarlo stated that it was her pleasure to recommend Pauline Lisi for the principalship of Orchard Farms Elementary School. Pauline is certified as a principal. She has taught elementary school and has a life certificate at the elementary level. She has been in the Principal Residency Program. She has a Masters Degree from the University of Rhode Island and a BS from Rhode Island College. She has taught at the Metcalf Elementary School, and at the South County Schools. She was a teacher in residence. She has taught at Exeter/West

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Greenwich Elementary School. She has taught as an aspiring principal and from 2002 to the present has been principal of Davisville Elementary School. Mrs. Ciarlo stated that it was her pleasure to recommend Pauline as an outstanding candidate. The school district is indeed fortunate that Pauline wants to come to Cranston. Mrs. Ciarlo recommended Pauline without reservation.

Mr. Stycos commented that he would be abstaining on this resolution and the other resolutions for the principals because he didn't feel he

was given adequate information about the candidates.

This Resolution was adopted with Mr. Stycos abstaining.

Ms. Lisi commented that she appreciated being a part of this outstanding leadership team in Cranston. She has worked with many of the principals and teachers and feels honored to be a part of that team.

NO. 05-4-6 – RESOLVED, that at the recommendation of the Superintendent, the appointment of elementary principal, be approved.

Moved by Mr. Lupino and seconded by Mr. Traficante that this Resolution be adopted.

Mrs. Ciarlo stated this Resolution is a recommendation to appoint a principal to the Arlington School. This means that Judith Lundsten is going to accept a principalship at Oak Lawn School because there is a retirement there. It was her pleasure to recommend John DeCristofaro for the position of principal at Arlington School. John has been a teacher in the Cranston schools for a number of years. He taught elementary school and middle school English, social studies and mathematics. He has an M.Ed in School Administration. He has his BA from Rhode Island College and his secondary administration from Providence College. He taught at Garden City School from 1993

to 1995, and from 2002 to the present he has been the mathematics teacher at Western Hills Middle School. Jay, as he is known more than John, is an outstanding teacher, and she knows that he will be an outstanding administrator. Mrs. Ciarlo recommended John to the committee without reservation.

This Resolution was adopted with Mr. Stycos abstaining.

Mr. DeCristofaro commented that he had Mr. Traficante as a teacher in high school, and Ms. Iannazzi was a student at Garden City School when he was teaching there. He told his wife earlier that everyone is in this together. He stated that he really appreciates this opportunity and thanked the committee.

Ms. Iannazzi commented to Mr. DeCristofaro that he also directed the Recreation Program in the summer. Those are also valuable assets that he brings to the table.

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NO. 05-4-7 – RESOLVED, that at the recommendation of the Superintendent, the appointment of elementary principal, be approved.

Moved by Mr. Lupino and seconded by Mr. Traficante that this

Resolution be adopted.

Mrs. Ciarlo stated that it was her pleasure to recommend Don Cowart II for elementary principal of the Daniel Waterman Elementary School.

Don comes to Cranston with a BA from the University of Rhode Island. He has an educational leadership graduate degree from Rhode Island College. He has taught at the Indian Fields School in New Jersey grades 3 and 5. He has taught at the Jefferson Elementary School in Massachusetts, and from 2004 to the present, he has been an administrative intern at the Jefferson Elementary School. Don is full of energy and a very capable young person. She welcomed him and recommended him to the committee without reservation.

This Resolution was adopted with Mr. Stycos abstaining.

Mr. Cowart thanked the committee. He commented that coming back to Cranston, living in Cranston and driving to Franklin has been a long ride. He is glad to be here, home where he lives and where his children will go to school.

NO. 05-4-8 – RESOLVED, that at the recommendation of the Superintendent, the appointment of elementary principal, be approved.

Moved by Mr. Lupino and seconded by Mr. Traficante that this

Resolution be adopted.

Mrs. Ciarlo stated that it was her pleasure to recommend to the committee Ms. Patricia Caporelli for the principalship of Peters Elementary School. Patricia comes to Cranston with a BS Degree from Rhode Island College, M.Ed from Providence College, and she was in the Providence School Department Leadership Fellows Program in 2004. She has taught grade 3 at the Flynn Elementary School. From 1998 to 2001, she was assistant principal at the Carl Lauro Elementary School. She has been assistant principal from 2001 to 2004 at the Reservoir Avenue Elementary School, and from 2004 to the present, she has been the assistant principal at the Carl Lauro Elementary School. She has a lot of experience and enthusiasm. Mrs. Ciarlo looks forward to her contributions and recommended Patricia without reservation.

This Resolution was adopted with Mr. Stycos abstaining.

Ms. Caporelli thanked the committee and commented that she is looking forward to the opportunity to working with everyone.

Mrs. Ciarlo noted that the fifth resolution was being withdrawn because there was a withdrawal of the fifth candidate. Administration is now actively seeking candidates for that position. She

hopes to be making a recommendation at the next School Committee meeting. That person would be assigned to Barrows School which is up for a Blue Ribbon School.

SPONSORED BY MR. STYCOS

NO. 05-5-5 – RESOLVED that every Budget Revision includes the net change in the following categories of accounts:

- 1. Certified Personnel**
- 2. Non-certified Personnel**
- 3. Outside Special Education Tuition Accounts**
- 4. Texts, Supplies, and Materials**
- 5. Other (including everything else)**

Moved by Mr. Lupino and seconded by Mr. Stycos that this Resolution be adopted.

Mr. Balducci commented that, as the School Committee is aware, the budget revision document comes before the committee four or five times a year. In the past, a memo addressed to the Superintendent from him identifies highlights on both the revenue and expenditure sides to support the detailed document. Mr. Stycos, at a previous meeting, had suggested that administration create what is known as an Executive Summary versus a memo and not only highlight the areas but also give the dollar impact of those areas. The document

before the committee tonight for consideration does just that. It has an Executive Summary which highlights both the revenue side of the budget and the expenditure side. The areas don't coincide directly with Mr. Stycos's recommendations. He believed that the committee didn't need a resolution to accomplish creating the document in a more readable fashion. He cited the example that this particular revision with regard to utilities, because they just came out of the winter months, there were significant dollars having to be put into that area and in some cases being removed. That is not one of the areas being identified in this resolution, but it was important enough for him to communicate it out to the committee as a group. One of the other areas was plant and transportation. Because of the severe winter, both those areas needed additional dollars placed there. Mr. Balducci felt that they could accomplish what everyone is looking for, and he didn't think it was necessary to do it in a formal resolution.

Mr. Lupino stated to Mr. Balducci that the Auditor General has mentioned in a number of discussions, in particular his assessment of the performance audit, a standard that he would like the committee to follow, and he knows that Mr. Balducci has been attempting to follow it. Mr. Balducci said that the organization is the GFOA which suggested that he follow what is known as their best practices for creating a budget that is both understandable and easy to follow by the general public. This is an extension of the budget. This is an internal document that comes before this body for consideration four or five times a year when line items are changed from one area to the

next. He treats this more as an internal document that is shared between his office and the School Committee as changes are made to the budget during the year. Mr. Lupino asked if that group acknowledges the need for

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revisions in a situation such as this school system is in. Mr. Balducci responded most definitely because changes happen from one time to the next during the fiscal year when decisions have to be made of shifting dollars from one area to the next. Mr. Lupino asked if this organization might mention items that Mr. Stycos has in this resolution, and Mr. Balducci responded that he didn't think they would. They would leave it up to the individual entity to prioritize what they believe as being important areas where information would have to be brought forward.

Mr. Stycos thanked Mr. Balducci for the Executive Summary in the budget revision which is quite helpful. He felt that the committee needed a resolution to formalize this. He would be glad to amend it to change categories or change utilities. He urged the members to support the resolution so they could have it formalized.

Mr. Stycos moved to amend this resolution to add a sixth item, utilities.

Ms. Iannazzi seconded the motion.

Mr. Palumbo commented that the committee would be adding a sixth item, but next year they may be leaving two of them out and having to add something else. If the committee does this, and it is not that he is against looking at something like this, it will never display for sure everything that the committee wants to look at. The committee will have to update it every year. The committee should be able to find a vehicle that is more fluid than this. Mr. Balducci knows his job, and if the committee asked him for an Executive Summary of all major changes in account classifications, that would be sufficient. He doesn't want to have a resolution that will always have to be changed.

Mr. Traficante moved to table this resolution and have Mr. Balducci discuss with the committee during one of their work sessions those categories he feels best fits the budget revision process.

There was no second to Mr. Traficante's motion.

Mr. Lupino moved to amend this Resolution that the Executive Summary of the budget revision include the following categories listed to include but not limit it to.

Mr. Lupino went on to say that Mr. Palumbo's allegation that the committee may have to add or change yet address the concerns that

these items be highlighted so that it would be in Executive Summary fashion rather than just in the document itself.

Mr. Stycos seconded Mr. Lupino's motion.

Mr. Stycos felt it was a good idea and would give the committee some kind of a framework and then Mr. Balducci as the Business Manager could decide that it isn't on the list of six but is an

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important item for the committee to know about, and he could add that item. Mr. Balducci responded that in having that capability of doing that, the category of "other" doesn't turn into a \$1 million adjustment up or down. He could then see the questions coming from this committee as to what makes up \$1 million worth of budget changes plus or minus. It will give him some additional latitude to add some areas that he feels are important enough to communicate to the committee.

Mr. Stycos motion to add utilities was adopted with Mr. Palumbo and Mr. Traficante opposed.

Mr. Lupino repeated his motion as follows:

RESOLVED, that the Executive Summary of every budget revision

include net changes to the following categories, 1 through 6, but not limit it to those categories.

- 1. Certified Personnel**
- 2. Non-certified Personnel**
- 3. Outside Special Education Tuition Accounts**
- 4. Texts, Supplies, and Materials**
- 5. Utilities**
- 6. Other (including everything else)**

This amendment was adopted unanimously.

This Resolution as amended twice was adopted unanimously.

This Resolution now reads:

NO. 05-5-5 - RESOLVED, that the Executive Summary of every budget revision include net changes to the following categories, 1 through 6, but not limit it to those categories.

- 1. Certified Personnel**
- 2. Non-certified Personnel**
- 3. Outside Special Education Tuition Accounts**
- 4. Texts, Supplies, and Materials**
- 5. Utilities**
- 6. Other (including everything else)**

SPONSORED BY MR. STYCOS

NO. 05-5-6 – RESOLVED, that in order to examine different budget options, the School Committee directs the Director of Transportation to compile a plan to eliminate five buses and a plan to eliminate ten buses from the Cranston fleet by:

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- consolidating bus routes and placing more children on buses**
- using RIPTA to transport children 13 year olds and older**
- rescheduling school start times**
- coordinating out of district transportation with other cities and towns**

Be it further RESOLVED that the School Committee also suggests the Director examine installing back pack racks and allowing children to stand on buses in order to facilitate these plans. Each plan should include a breakdown of estimated cost savings.

Moved by Mr. Lupino and seconded by Mr. Stycos that this Resolution be adopted.

Mrs. Ciarlo commented that this Resolution should state “directs the Superintendent of Schools” not the Director of Transportation. All of

the committee's requests and direction should come through her, and then from Mrs. Ciarlo to the staff.

Mr. Lupino stated that he had an e-mail communication with Mr. Stycos whereby he did recommend that.

Mr. Lupino moved to amend this Resolution to change the wording from "directs the Director of Transportation" to "directs the Superintendent of Schools to compile...

Mr. Stycos seconded the motion.

This amendment was adopted unanimously.

Mr. Zisseron explained that he did not think this Resolution was realistic. He knows what Mr. Stycos is trying to do. They have had discussions in the past. They have looked at RIPTA to take some of the LaSalle students. He talked with RIPTA the other day, and they cannot do what Cranston Public Schools does. They cannot go into neighborhoods and pick up on corners. They travel on the main lines of the city, and there is no service in the western section so that leaves only the eastern section. He assumed that Mr. Stycos's reference to consolidating buses was taken from the performance audit. In the performance audit, it shows where routes could be eliminated from each school. They are playing with the numbers of the bus capacities that they talked about a few weeks ago. He

certainly wouldn't be in favor of seeing a high school bus with fifty-five students on it; they wouldn't fit on the bus. That is basically where they are coming from. He checked with the state inspection where he takes the buses, and they will not allow any racks on buses for safety reasons. Something may fall off the rack and hit a youngster, and if there is an accident, it could create more head injuries. The other problem is the school times. At the present time, the elementary schools are scheduled at 8:30 a.m., 8:40 a.m., 8:45 a.m., and 9:00 a.m. The secondary schools are scheduled at 7:30 a.m. and 8:10 a.m. In this way, he is able to utilize a bus for a high school, middle school, and in some cases, two elementary schools depending on the area they are covering. If the district plays around with school times, they will be playing around with late

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afternoon in order to achieve cutting that many buses. A bus then would have to go to a high school, middle school, elementary, elementary, and elementary. A school may get dismissed at 4:00 p.m.

Mr. Zisseron went on to say that by law no standees are allowed on a school bus. He knows what Mr. Stycos would like to see, and that is even if RIPTA took over one run which would be to LaSalle because RIPTA has no direct service for St. Raphael's, nothing for the private schools in Providence, nothing at Bay View, that is the only run they would be able to help with. That would be a decision this committee would have to make. If one LaSalle bus was eliminated, which is

basically the eastern section of the city from Reservoir Avenue to Edgewood, those youngsters would be taking a regular RIPTA bus to downtown, get off the bus and transfer to a bus that would go to LaSalle. It would be the same for those youngsters coming home. The school department would pay \$31 per month for a pass. This would not give the students permission to go anywhere in the state. It is restricted to school hours. The total savings between RIPTA doing this service and the Cranston Public Schools, and for argument sake he would use the \$46,000 mentioned in the performance audit, would be \$25,000 to \$26,000. He asked the committee to remember that students in grades 9 through 12 would have a further walk to RIPTA's closest pick up, take them to downtown Providence, get off that bus, and board another bus to get to LaSalle.

He sees many problems with this Resolution, but he also knows what Mr. Stycos is trying to accomplish because they have had discussions on this topic.

Ms. Iannazzi stated that she had two concerns with this Resolution. The law student in her is screaming liability. Dropping off high school students, and they should be slightly more responsible, and leaving middle school students in downtown Providence on their own to wait for the next bus to get to high school is somewhat questionable in her mind. That is a major concern for her. She asked how this would affect the contractual negotiations with the Laborers Union, and she wanted to tread the line carefully because the bus

drivers are represented by the Laborers Union.

Mr. Stycos stated that the points raised by Mr. Zisseron are good points, and the points raised by Ms. Iannazzi are good points. But, the purpose of this Resolution is to get this discussion off this kind of generalness down to a specific and to ask the Superintendent to compile a plan to eliminate five buses. It doesn't mean that the committee would do that. It means that the committee would have in front of them the Superintendent's recommendation as to how they could eliminate five buses. The committee may look at it and determine that it is not doable or this isn't worth the small savings. There may be liability concerns regarding LaSalle. The committee may want to eliminate three routes but not five. The committee has a very tight budget. From meeting with Mr. Zisseron, there is at least the potential of doing something in this area, but the committee needs something a little more concrete so that they can flush out whether or not it makes sense to do it. That is the purpose of the Resolution; the purpose is not to put the LaSalle students on RIPTA buses. That might be one of Mr. Zisseron's five or ten proposals to eliminate a bus, and then the committee would have to consider whether or not they wanted to do that.

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Mr. Archetto stated that he had some major problems with this Resolution especially with the promotion of back pack racks and also

standing on school buses which is a violation of state law. He recommended to Mr. Stycos that he make it in the form of a study commission instead of a resolution that mandates the school department to put forth something. If there is a study commission set up, something positive may result.

Mr. Palumbo commented that he understood that the committee wants to look at everything in terms of saving dollars, but he felt that this committee has to start to understand that the administrators in central administration have many duties to fulfill. He doesn't think it is fair to start putting on their backs studies and other things that are not well conceived. It isn't well thought out at all. He knows what Mr. Zisseron does, and he knows how he has to do transportation and keep the buildings running. He felt it was very unfair, and also felt that it wasn't going anywhere. They tried it in the performance audit, and the committee has looked at it in prior years when the budget was done to see if there was any way to save money. If any way came up that Mr. Zisseron saw he could save money, he would have told the committee. That is why there are articles in the newspaper stating how well run the transportation system is in Cranston and why every time there is a study this district comes out on top. To say go back and save more is a terrible waste of time and energy on someone who is doing too many jobs as it stands. Mr. Palumbo further stated that he is against this Resolution. It is ill conceived, and he felt it wouldn't save a dime.

Mr. Traficante stated that at the present time the committee is still approximately \$4 million short of their \$121 million goal. There is still a lot to do regarding potential budget cuts. Transportation may be one of those areas. Before he considers a resolution of this nature, he asked that the committee go through the process of the budget cuts if the State doesn't come through with additional dollars before they nit pick five buses because it may be a lot greater than five buses to find the additional monies. Mr. Palumbo responded that they would now be talking about moving the distance for transportation, but he didn't see where adopting this Resolution would come up with anything for the committee.

Mr. Lupino noted that there is a bill in the House and Senate seeking to reimburse cities and towns for out-of-district transportation. If that were passed, and it hasn't gone very far, he asked Mr. Zisseron what the potential savings would be from that bill alone. Mr. Zisseron responded that whatever the State would reimburse would be something that the district doesn't get now. He added that this district is in the worst region which is region 3 because it includes many areas. He sat on a commission to change the boundaries approximately twenty-five years ago and last year, and it went nowhere. People are afraid of it. If it were changed, Cranston would be in region 4 which would include only Bishop Hendricken, Prout and a few non-public schools. Transportation would be taken away from Bay View, LaSalle, the private schools in Providence, St. Raphael's, Our Lady of Fatima; and it won't fly.

This Resolution as amended was defeated with Mr. Stycos in favor.

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SPONSORED BY MR. LUPINO

NO. 05-5-7– RESOLVED, that Policy No. 5118.7, Affirmation of Residency Affidavit, be approved for second and final reading.

Moved by Mr. Lupino and seconded by Ms. Iannazzi that this Resolution be adopted.

Mr. Stycos asked if this policy was run by the committee's lawyer, and Mr. Lupino responded that it was. Mr. Lupino asked if this affidavit was being enacted in time to have it printed in the student plan books and disciplinary code books, and Mr. Balducci said that it could be accomplished.

This Resolution was adopted unanimously.

SPONSORED BY MR. PALUMBO AND THE COMMITTEE

NO. 05-5-8 – RESOLVED, that the Cranston School Committee dismiss the lawsuit regarding the Performance Audit subject to a hold harmless agreement by the defendants, and

Be it further RESOLVED, that the Cranston School Committee dismiss the Caruolo Action appeal subject to a hold harmless agreement by the defendants.

Moved by Ms. Iannazzi and seconded by Mr. Lupino that this Resolution be adopted.

Mr. Traficante moved to amend paragraph one of this Resolution as follows:

RESOLVED, that the Cranston School Committee appoint the School Committee woman from Ward 2, Deborah Greifer, and the School Committee woman from Ward 6, Andrea Iannazzi, to negotiate dismissal terms for the lawsuit regarding the Performance Audit with the representatives of the City and City Council.

Mr. Lupino seconded the motion.

Mr. Stycos asked which lawsuit this motion was referring to, and Mr. Traficante stated that it was referring to paragraph one.

This amendment was adopted unanimously.

Mr. Stycos thanked Ms. Iannazzi for her work in this regard.

This Resolution as amended was adopted unanimously.

ADMINISTRATION

PERSONNEL

NO. 05-5-9 – RESOLVED, that at the recommendation of the Superintendent, said certified personnel be recalled from termination, and

Be it further RESOLVED that the Superintendent notify those teachers of the Committee's action.

Moved by Mr. Lupino, seconded by Mrs. Greifer and unanimously carried that this Resolution be adopted.

NO. 05-5-10 – RESOLVED, that at the recommendation of the Superintendent, the following certified personnel be appointed for the 2005-2006 school year:

Jennifer Nardelli, salary to be at the sixth step of the prevailing salary schedule

Education – Rhode Island College, BS

Experience – Mt. Hope High School

Certification – Middle/Secondary Special Education

**Assignment – Cranston High School East, Special Education,
Self-contained/Resource,**

1.0 FTE

Effective Date of Employment – September 6, 2005

Authorization – Replacement

Fiscal Note: 11332012-512100

**Jennifer Culpepper, salary to be at the fifth step plus Masters of the
prevailing salary schedule**

Education – University of Rhode Island, BA; Cambridge College, MA

Experience – City on the Hill Charter School

Certification – Middle/Secondary Special Education

**Assignment – Cranston High School East, Special Education
Self-Contained/Resource,**

1.0 FTE

Effective Date of Employment – September 6, 2005

Authorization – Replacement

Fiscal Note: 11332012-512100

**Karen Marotto, salary to be at the fifth step plus Masters of the
prevailing salary schedule**

Education – Rhode Island College, BA; Providence College, MA

Experience – Davies Career and Technical School

Certification – Middle/Secondary Special Education

**Assignment – Cranston High School East, Special Education
Self-Contained/Resource,**

1.0 FTE

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Effective Date of Employment – September 6, 2005

Authorization – Replacement

Fiscal Note: 11332012-512100

Moved by Mr. Lupino, seconded by Ms. Iannazzi and unanimously carried that this Resolution be adopted.

NO. 05-5-11 - RESOLVED, that at the recommendation of the Superintendent, the following certified personnel be appointed as substitutes on a temporary basis as needed:

Frederick Rogers General Subject, K-12

Jean Delaney Secondary Business

Colleen Green Library/Media, PK-12

Jessica Iozzi Special Education, Elementary/Middle

Jeannine Fritsche Physical Education, PK-12

Douglas Walker Physical Education, PK-12

Anne-Marie Dean Secondary English

Christine Beltrami Secondary English

Lance Comeau Middle/Secondary Science

Kendra Norigian Elementary/Middle Special Education

David Vito General Subject, K-12

Melissa Sotirakos Elementary/Middle Special Education

Moved by Mr. Lupino, seconded by Mr. Traficante and unanimously carried that this Resolution be adopted.

NO. 05-5-12 - RESOLVED, that at the recommendation of the Superintendent, the retirement of the following certified personnel be accepted:

Jeffrey Ruscetta, Computer Technology

Bain Middle School

Effective Date: June 30, 2005

Sandra Moyer, Elementary Science Mathematics Facilitator
Park View Middle School
Effective Date: June 30, 2005

Helene Chase, World Language
Park View Middle School
Effective Date: June 30, 2005

Patricia Lisi, Reading Consultant
Hope Highlands School
Effective Date: June 30, 2005

Edward Pontarelli, Program Supervisor
ESL
Effective Date: June 30, 2005

Phyllis Parente, Reading Consultant
Oak Lawn School
Effective Date: June 30, 2005

Sharlene Silberman, Elementary
Oak Lawn School
Effective Date: June 30, 2005

Gerald Silberman, World Language Teacher

Bain Middle School

Effective Date: June 30, 2005

Deborah Guadagno, Guidance

Elementary

Effective Date: June 30, 2005

Susan Mastrati, Social Studies

Park View Middle School

Effective Date: June 30, 2005

Cheryl Ascenzi, Special Education

Gladstone School

Effective Date: June 30, 2005

Kathleen Cook, Elementary

Oak Lawn School

Effective Date: June 30, 2005

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Sandra Merdinyan, Elementary

Waterman School

Effective Date: June 28, 2005

Marianne Goodrich, Speech Language Pathologist

Special Services

Effective Date: June 30, 2005

Donna DiDonato, Mathematics

Park View Middle School

Effective Date: June 30, 2005

John Osso, Mathematics

Bain Middle School

Effective Date: June 30, 2005

Calden Collins, Program Supervisor

Science

Effective Date: June 30, 2005

Dale King, Science Department Chair

Cranston High School West

Effective Date: June 30, 2005

Moved by Mr. Lupino and seconded by Ms. Iannazzi that this Resolution be adopted.

Mrs. Ciarlo commented that there are a number of senior people who are retiring on this list who have made invaluable contributions to the Cranston Public Schools. The total number of years of experience is 522 years. Each one in his or her own way has been outstanding.

The district hates to see them go, but they realize that change is a part of everyone. Mrs. Ciarlo wished them well in their new career in taking life easy with that second cup of coffee in the morning. Thank you for a job well done.

This Resolution was adopted with Mr. Palumbo absent for the vote.

NO. 05-5-13 - RESOLVED, that at the recommendation of the Superintendent, the resignations of the following certified personnel be accepted:

**Marilyn Zartarian, Teacher
Eden Park School
Effective Date: June 30, 2005**

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**Jennifer Mann, Teacher
Cranston High School West
Effective Date: June 30, 2005**

**Angela Goss, Social Worker
Park View Middle School
Effective Date: June 30, 2005**

Moved by Ms. Iannazzi, seconded by Mr. Traficante and carried that this Resolution be adopted. Mr. Palumbo was absent for the vote.

NO. 05-5-14 – RESOLVED, that at the recommendation of the Superintendent, the following non-certified staff member be granted a leave of absence without compensation as provided in Article XVI of the Agreement between the Cranston School Committee and the Cranston Teachers' Alliance on behalf of the Teachers Assistant/Bus Aide Unit:

Marianne Capobianco

Western Hills Middle School

Effective Dates: May 23, 2005 to September 7, 2005

Moved by Ms. Iannazzi, seconded by Mr. Traficante and carried that this Resolution be adopted. Mr. Palumbo was absent for the vote.

NO. 05-5-15 - RESOLVED, that at the recommendation of the Superintendent, the following non-certified employees be appointed:

Robin Williams, Dental Assistant Instructor

Adult Education Program

Effective Date of Employment: February 14, 2005

Fiscal Note: 51362142-512100

Moved by Ms. Iannazzi, seconded by Mr. Traficante and carried that

this Resolution be adopted. Mr. Palumbo was absent for the vote.

NO. 05-5-16 - RESOLVED, that at the recommendation of the Superintendent, the following non-certified personnel be appointed as substitutes on a temporary basis as needed:

SECRETARIES

Joanne St. Lawrence

Patricia Winters

Moved by Ms. Iannazzi, seconded by Mr. Traficante and carried that this Resolution be adopted. Mr. Palumbo was absent for the vote.

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NO. 05-5-17 - RESOLVED, that at the recommendation of the Superintendent, the resignations of the following non-certified personnel be accepted:

Karen Kavanagh, Secretary

Cranston High School East

Effective Date: April 21, 2005

Lisa Milson, Call Secretary

Human Resources

Effective Date: June 21, 2005

Manuel Rodriguez, Bus Monitor

Transportation

Effective Date: April 25, 2005

Mary Inglis, Case Manager

Adult Education Program

Effective Date: May 19, 2005

Lucy Heelon, Bus Driver

Transportation

Effective Date: May 13, 2005

Moved by Ms. Iannazzi, seconded by Mr. Traficante and carried that this Resolution be adopted. Mr. Palumbo was absent for the vote.

BUSINESS

NO. 05-5-18 - RESOLVED, that the third budget revision for the 2004-2005 fiscal year be approved as recommended by the Superintendent.

Moved by Ms. Iannazzi and seconded by Mr. Traficante that this Resolution be adopted.

Mr. Stycos referred to page 71, administrative telephone

maintenance. He asked how the expenses dropped from \$30,000 to \$5,000. In response, Mr. Balducci said that approximately \$30,000 was budgeted each year because they went from Verizon to Cox. As the years go on, there is less need to replace phones so they were able to steal money from that account and use it elsewhere in the budget. Mr. Stycos asked if the committee could make this adjustment in the budget they are working on now, and Mr. Balducci responded that it is an area they can look at.

Mr. Stycos referred to page 70, administrative pension figure and the disability insurance. He asked how those savings were realized. Mr. Balducci responded that the certified pension is a

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factor of payroll; as payroll changes during the year, that amount goes up or down. Adjusting that account by \$20,000, he considers that a break-even for the year. He would not look at that account unless there are some changes in the rate as proposed by the State to the district next year, then he would factor it into consideration; but that is the only time he would change that amount. With regard to the disability insurance, the staff comes on and off that during the year. This is reflecting the current staff that are taking advantage of the disability program offered by Cranston Public Schools. That may increase next year. Next year's budget is based on these actual employees rolling into next year. On top of those seven or eight,

there may be an additional four or five coming on or one may choose because they are getting a pension from the State of Rhode Island then he can take advantage of some budget savings. This number is the long-term disability, and the district is self-insured for it.

Mr. Stycos referred to page 69 and indicated that there is a reclassification of the Medicaid supervisor. He asked if this was the second reclassification in recent years for this position. In response, Mr. Votto indicated that this was a secretarial position that was taken out and made a part of the management group. He would not say that it was a reclassification; it was removed from one bargaining unit to the other. It became a part of the CAMS unit. This reclassification was built in because administration feels it is rather important. This position takes on quite a task of billing all the Medicaid claims which produces for the district \$1.8 million in revenue. Mr. Votto added that he has quite a bit of experience in the health care field, and if one were to go out to the medical environment, one would find that most outside vendors charge anywhere between 6% to 7%. Based on 7% of \$1.8 million in collections, it would come to \$126,000. Administration felt it was important that this individual receive this particular bump in salary because of her responsibilities as well as the fact that she is taking on additional responsibilities in terms of special education reporting statewide. She is also the HIPPA Privacy Officer which was originally part of it. Mr. Stycos asked that when she was removed from the clerical bargaining unit, did her pay go up. Mr. Balducci responded that there was a small increase in pay and

believed it went from \$22,000 to approximately \$25,000 to \$26,000. It may have been even less than that. Mr. Stycos added that it is in the budget now for \$29,000, and they did it last year. This job has gone from \$22,000 to \$29,000. Mr. Balducci noted that it depends on where this individual was placed on the administrative scale. She is going through steps, and that needs to be taken into consideration also. Mr. Stycos noted that she was placed on the scale to receive \$29,000, and now the committee is being asked to increase her pay above the scale to reclassify her a second time for another \$2,700. Mr. Balducci responded that Mr. Stycos was correct but noted what Mr. Votto had said about the importance of this position to the district.

Mr. Stycos referred to page 59, and noted a large reduction in the performance skills, supplies and materials accounts. He asked if this was a savings the district could expect next year as well. In response, Mr. Balducci commented that the \$44,000 was originally adopted based upon the recommendations of Mr. Laliberte as far as the number of supplies he would need along with the printing costs from one year to the next. As it turned out, the district didn't have to expend all that money. At this time of the year, Mr. Balducci is taking advantage of that and

using the money elsewhere in the budget. He is not in a position to answer whether or not they can take that position moving forward

because that is a question to ask of Mr. Scaffardi or Mr. Laliberte as far as where that program stands.

Mr. Stycos moved to amend this Resolution as follows: To eliminate on page 69 the \$2,700 re-classification. He is open to hearing the argument about why it is necessary, but these re-classifications that keep popping up in every budget revision are beginning to bother him. He felt the committee should discuss it as a whole and talk about why it is \$2,700 and have the accurate numbers on what the salary history is for this position, and be more careful on it.

Mr. Archetto seconded the motion.

Mr. Stycos clarified his motion that as far as tonight his amendment is to strike on page 69 of the budget revision the eighth item which is a \$2,700 increase for the HIPPA Medicaid Supervisor to remove the \$2,700 revision from the budget revision. That position salary would remain the same. In the future, they could discuss it as a committee and might decide to put it in the next budget revision.

Mr. Votto stated that Mrs. Ciarlo had asked him to draft a memo, which he did, and she shared it with this committee before this was implemented. The memo was sent in an update in which Mrs. Ciarlo said that if the committee had any questions or concerns they should be voiced at that time. She heard nothing, so administration implemented it. The committee was notified of this a month or two

ago.

This amendment was defeated with Mrs. Greifer, Ms. Iannazzi, Mr. Lupino, Mr. Palumbo, and Mr. Traficante opposed.

Ms. Iannazzi referred to page 3 of the budget revision and noted that there was a reduction of .5 FTE. She noted that this was the third budget revision and she was concerned that there was a kindergarten teacher at Horton who went from full time to part time. Mr. Votto, in response, said that he could understand the confusion because of the way it appears. This teacher was coming out of the teacher account at Horton rather than the kindergarten account, and this is the reason for the adjustment at this point. She has always been the kindergarten teacher, but she was coming out of an inappropriate account.

Mr. Stycos referred to the Executive Summary and noted that there is a \$104,000 increase in the salary account. He stated that this struck him as a lot of money, and he asked what was the cause of this. He knows that the committee budgets every year as if the position is going to be filled. In response, Mr. Balducci said that he is adjusting salaries significantly. He did a brief summary, and in the case of transportation, there were some adjustments made in the second revision. He was too aggressive in looking at some of the driver accounts as to what he needed between January to the end of the year. He is fixing those accounts to make sure there is adequate

funding. Those changes amounted to approximately \$22,000 of additional

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salaries between this point to the end of the fiscal year. Because of the type of winter just passed and the lack of staff in the maintenance area, there was overtime. When he looks at salaries, it is not just wages but also overtime rates, etc. It amounts to \$24,000 in overtime wages in all areas for overtime, school coverage accounts, and other similar areas. With regard to secretarial substitutes, there has been a need to hire substitutes because of secretaries being out long term. That amounted to \$24,000 being added to this revision. With regard to special education home bound or hospitalization monies, if a student is hospitalized or home bound, when Mr. Cofone needed to cut \$3 million last year to get this budget in line, administration was too aggressive in making changes to those areas; and it has caught up with them now. To make sure there is enough dollars between now and the end of the year, he had to add almost \$31,000 in that area. This amounts to \$102,000, and there were many more accounts with plus or minus monies.

This Resolution was adopted with Mrs. Greifer absent for the vote.

NO. 05-5-19 - RESOLVED, that the following purchases be approved:

Pumping of Waste Water in the amount of \$6,992.50 per year for the period of

July 1, 2005 thru June 30, 2008. Also, for the pumping of Sewer Ejector Tanks in the amount of \$660 per year and the pumping of Grease Traps in the amount of \$1,155 per year for the same period. (Pending the availability of funding)

Number of bids issued 5

Number of bids received 2

Cleaning of Boilers in the amount of \$8,845 for 2005; \$9,212 in 2006; and \$9,597 in 2007. (Pending the availability of funding)

Number of bids issued 3

Number of bids received 1

Snow Removal for the period from 2005-2008 be awarded to Salo Construction at the following rate structure: (Pending the availability of funding)

2"-6" 7"-12" 13" & above

Stone Hill

05-06	\$325	\$420	\$520
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06-07	350	440	530
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07-08	375	475	590
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Gladstone

05-06	360	460	540
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06-07 390 480 560

07-08 420 500 600

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Peters

05-06 320 430 520

06-07 350 450 540

07-08 370 480 560

Glen Hills

05-06 420 520 620

06-07 440 540 640

07-08 460 560 660

Woodridge

05-06 300 390 480

06-07 320 410 500

07-08 350 440 540

Oak Lawn

05-06 300 380 470

06-07 325 415 500

07-08 350 440 530

Arlington

05-06 180 250 320

06-07 200 270 360

07-08 230 300 400

Orchard Farms

05-06 570 650 750

06-07 590 680 770

07-08 600 700 800

Number of bids issued 8

Number of bids received 1

Painting of the Cafeteria at George J. Peters Elementary School in the amount of \$12,938.

Number of bids issued 9

Number of bids received 1

Elevator Maintenance for the period from July 1, 2005 through June 30, 2008 at a three year total for state mandated inspections (annually, quarterly, full load including dumbwaiter and chairlift) of \$35,000. (Pending the availability of funding)

Number of bids issued 3

Number of bids received 3

Health Consultant Services at the following rates: \$19,139/year for 2005-2006; \$19,713.17/year for 2006-2007; \$20,304.56 for 2007-2008; and \$20,913.69 for 2008-2009. (Pending the availability of funding)

Number of bids issued 4

Number of bids received 1

Math Manipulatives in the amount of \$9,026.28 (Purchase pending funding in the 2005-2006 budget.)

Number of bids issued 22

Number of bids received 10

Photocopy Supplies in the amount of \$ 61,393.46

Number of bids issued 23

Number of bids received 10

Medical Dental Supplies in the amount of \$5,752.05

Number of bids issued 17

Number of bids received 6

Copy Paper in the amount of \$71,619.90

Number of bids issued 13

Number of bids received 3

Automatic Floor Scrubber in the amount of \$5,094.

Number of bids issued 11

Number of bids received 5

Digital Copier price list through the period June 30, 2006

30 cpm Konica Minolta di 3010 NE Docutec Inc \$3,380

35 cpm Savin 4035e Core Business \$3,579

40 cpm Kyocera 4035 One Stop Business \$4,185

45 cpm Savin 4045e Core Business \$4,660

50 cpm Kyocera 5035 One Stop Business \$4,935

Number of bids issued 29

Number of bids received 10

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Moved by Mr. Lupino and seconded by Mr. Traficante that this Resolution be adopted.

Mr. Stycos commented that he was puzzled as to why only one person bid on the painting for the Peters' cafeteria and why only one

person bid on the health consultant services. He thought it might make sense to re-bid those items because only one bid was received, and it does involve a fair amount of money. Mr. Balducci stated that with regard to the painting of Peters' cafeteria, they looked at that bid and the dollars that the successful vendor bid, and they felt it was appropriate based on the size of the job. With regard to the health care consultant, Mr. Balducci did a quick analysis, and overall the successful bidder was Group Benefit Strategies or Mr. Kevin Walsh who is the school department's direct representative. Over the next four years as compared to what he has been charging the district previously over the past four years, it is only a \$1,500 increase in total from the previous four years moving forward four years. Mr. Balducci felt that the district was getting a good bang for its dollar in this area. It is important that the district have someone on board as quickly as possible. As Mr. Lupino had mentioned earlier with regard to negotiations with Blue Cross on the administrative rate, he suggested that the committee vote on this so that administration can start the process.

Mr. Lupino asked if the amount for the painting reflected the time of year when it would be done since most painters are doing their outside work. If the work could be done in January, more would have bid. Mr. Zisseron commented that this job requires a commercial painting contractor. A house painter would not have the appropriate equipment to complete the job; it is a commercial job. Many of them don't want to bother because they are busy with other projects. Mr.

Lupino asked if there was any lead involved with this project, and Mr. Zisseron said that there wasn't. Mr. Stycos asked if the district could get a better price if the cafeteria were painted in December, and Mr. Zisseron said he wasn't sure, but this project should be done during the summer. When painting is done, there is off-gasing. There would be problems with the buildings with the staff and students. This December vacation has only five days, and they would not be able to finish the project.

Mr. Lupino referred to the digital copier price list and asked what the committee would be approving in this Resolution. In response, Mr. Balducci indicated that administration is asking the committee to approve these vendors and these machines. They are not asking the committee to purchase any at this point, but if the need arises in the upcoming fiscal year, and if a machine goes down at a particular school, these will be the machines and the vendors they will go to and these are their prices. It is on an as-needed basis. Mr. Lupino commented that it would be difficult to amend it now, but asked if the words "or less" are ever included. As an example, one company may establish a rebate program because a machine is not moving, the district would pay the posted price without taking advantage of the rebate. He asked if it would be possible to put those words or these prices plus any applicable rebates or incentives at the time. Mr. Balducci responded that he could put that statement. His office always has conversations with the company at the time to see if the quoted price is the same or if they can negotiate it down. Mr. Lupino

asked if these prices include a maintenance plan, and Mr.

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Balducci said that they do. The maintenance plan covers a certain number of copies and one year.

This Resolution was adopted unanimously.

NO. 05-5-20 - RESOLVED, that the following purchases be approved from Fund 3 (School Food Service):

School Food Service Uniforms at the following rates:

2005-2006 2006-2007

Ladies' Slacks \$12.75/xs-1x \$12.75/xs-1x

14.75/sx-3x 14.75/2x-3x

16.75/4x-5x 16.75/4x-5x

Shirt \$10.50/xs-1x \$10.50/xs-1x

12.50/2x-3x 13.00/2x-3x

Bib Apron \$ 4.95 \$ 4.95

Visors \$ 2.65 \$ 2.65

Number of bids issued 10

Number of bids received 3

Moved by Mr. Lupino, seconded by Mr. Traficante and unanimously carried that this Resolution be adopted.

POLICY AND PROGRAM

NO. 05-5-21 - RESOLVED, that at the recommendation of the Superintendent, the following Conferences and Field Trips of Long Duration be approved:

Dorothy Martiesian, teacher at Cranston High School West, and approximately six students to travel to San Diego, California from July 1, 2005 through July 8, 2005 to attend the 2005 National Leadership meeting (FCCLA) Family, Career and Community Leaders of America.

Amanda Kanaczet and Jennifer Holdridge, teachers at Western Hills Middle School, and approximately five students to travel to Lexington, Kentucky to represent the State of Rhode Island in the Future Problem Solvers Team Conference from June 2, 2005 through June 5, 2005.

Moved by Mr. Lupino and seconded by Mr. Traficante that this Resolution be adopted.

Mr. Lupino moved to amend this Resolution to add the name of Jennifer Holdridge to the list of people attending Future Problems Solvers Team Conference from Western Hills.

Mr. Traficante seconded the motion.

This amendment was adopted unanimously.

This Resolution as amended was adopted unanimously.

It was moved by Mr. Lupino and seconded by Mr. Traficante to remove Resolution No. 05-4-4 from the table.

Mr. Traficante moved to reconsider Resolution No. 05-5-21.

Mr. Lupino seconded the motion.

Mr. Palumbo explained that there were two names on the addendum to the agenda for consideration. The trips for the NEED Youth Awards Program being held in Arlington, Virginia, and the Cranston High School West Future Problem Solving Program being held in Lexington, Kentucky, were being added.

The motion to reconsider was adopted unanimously.

NO. 05-5-21 - RESOLVED, that at the recommendation of the Superintendent, the following Conferences and Field Trips of Long Duration be approved:

Dorothy Martiesian, teacher at Cranston High School West, and approximately six students to travel to San Diego, California from July 1, 2005 through July 8, 2005 to attend the 2005 National Leadership meeting (FCCLA) Family, Career and Community Leaders of America.

Amanda Kanaczet and Jennifer Holdridge, teachers at Western Hills Middle School, and approximately five students to travel to Lexington, Kentucky to represent the State of Rhode Island in the Future Problem Solvers Team Conference from June 2, 2005 through June 5, 2005.

Mrs. Joanne Spaziano, NEED Rhode Island Lead Teacher from Park View Middle School, and approximately eighteen students to travel to Arlington, Virginia, to participate in the NEED Youth Awards Program from June 24, 2005 to June 27, 2005.

Mrs. Christine Luther-Morris, teacher at Cranston High School West, and six students to travel to the University of Kentucky in Lexington, Kentucky, to attend the International Conference of Future Problem Solving Program representing Rhode Island from June 2, 2005 to June 5, 2005.

This Resolution as amended was adopted unanimously.

Moved by Mr. Lupino, seconded by Mr. Traficante and carried with Ms. Iannazzi opposed to remove Resolution No. 05-4-23 from the table.

NO. 05-4-23- RESOLVED, that Policy No. 4112.5, Athletic Coaches, be approved for second and final reading.

Moved by Mr. Lupino and seconded by Mr. Traficante that this Resolution be adopted.

Mr. Traficante referred to the next to the last paragraph of the newly proposed policy distributed to the committee members which states: "Any coach who receives an unsatisfactory evaluation as described above will be placed on probation for one year. Coaches who are on probation will not be eligible to apply for additional coaching vacancies during the probationary period." Mr. Traficante asked if a coach receives a second year of unsatisfactory, that coach would be

dismissed automatically. Mr. Votto responded that this was his interpretation of it, and Mr. Palumbo was there as well. Mr. Traficante asked Mr. Flynn if he agreed with this statement, and Mr. Flynn responded that as School Committee policy, they would take it under advisement. If they felt it was improper, they would act on that person and take the steps appropriate. He further commented that the original motion was that with one unsatisfactory evaluation the person would be terminated, and they felt the person should be given a chance. They are happier with the amendment. They would expect that the committee would move to terminate the person. Mr. Votto added that the key to this provision is that the coach would not be allowed to apply for other coaching positions during that period. As an example, if a coach was probationary for track, that coach could not apply for golf.

Ms. Iannazzi asked if the new policy was run by the legal counsel, and Mr. Votto responded that it was.

Mr. Archetto asked if Mr. Flynn supports this new policy, and Mr. Palumbo responded that he supports it.

Mr. Lupino stated that he has a problem with that particular paragraph. He indicated that if a coach is on probation and asked what steps would be taken during probation. He asked if a coach is on probation, and there is repetition of the situation that caused him to be on probation during that season, if there were any

repercussions that could be imposed. If he was told that he was doing wrong and he goes back again and doesn't correct it during the season, would they have to wait until the end of the season to let him go. In response, Mr.

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Votto said that they couldn't put everything in the policy that they would do as a discipline approach. Mr. Flynn stated it best that it is a progressive discipline. There are steps to take, and they can't document everything. If the person is on probation, whether it happens to be an employee who is a custodian, teacher assistant, or a bus aide, if they commit an act that would impose upon punitive measures, then they would take the next step. That is why it is a progressive nature. They don't want to be that specific. They want to be able to have it open ended that the person is on probation and does not comply, and as long as it is evaluated by the principal of the building and the athletic director, then they would take the next step. It would state that if a person is on probation and if that person does not improve the person would be terminated. They would never wait until the year is up if an act is committed.

Mr. Stycos asked if this policy would apply to coaches who are members of the teachers' union and coaches who are not members of the teachers' union. Mr. Votto responded that as far as their interpretation, it would apply. That is why they got together with Mr.

Flynn at their request. Mr. Stycos stated that having gone through several incidents of coaches who are not good, and they are very much the minority but they are out there, he has a problem with this same paragraph. If he were the coach who was being fired, the first thing he would say is that he couldn't be fired; he would have to be on probation for one year. That is a major granting of rights especially to the non-union coaches. With these coaches, as Mrs. Lehrer stated in her remarks, they are not very closely supervised. They are all over the place, and there are a lot of them. The athletic director is busy, the principal is busy, and problems come up. Already when problems come up, the committee is told that they don't want to do anything with that coach but put him on probation. The coach then behaves himself for a year, and then in year three he goes back to his previous behavior. This system will play into that as he read this because they are placed on probation, prove themselves for one year, and then they are off probation. Especially with a coach who is not a union member, if he is not doing a good job, the district should get rid of him and stop carrying them another year. Mr. Votto responded that the coaches are treated, whether they are union or non-union, like all employees. There is a progressive disciplinary policy that applies to all of them. Yes, there will be those who are on probation for one year and get off in one year. That happens to not only coaches but also other employees throughout the organization. They are placed on probation for a number of days, and it could be for absenteeism. They may clean up their act for a while and resort back to it. The administration, in the case of the principal, athletic

director, and Human Resources, as with any employee has to be vigilant in the way it addresses its staff. One can say that there will be those free wheelers who will be in the system and fall through the cracks, but it happens throughout the system, and they will address those matters as they can. People deserve a progressive disciplinary policy unless they have done such an act so outrageous that the person would have to be terminated on the spot which they would have a right to do and then deal with any repercussions afterwards. If the person is not coaching to the standards that are appropriate, he should be counseled and it should be pointed out where their limitations are, placed on probation, and hopefully they will correct them and become a better coach. He knows the district has had bad experiences with some coaches, but people lose sight of what their job is with employees which is to make them better employees whether

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they are coaches, teachers, or administrators. They have to find a way to counsel to point them in the right direction and work with them so that they will hopefully improve. If they don't, then action is taken to terminate them. Mr. Stycos asked where in the policy it states that the committee can fire someone without giving that person a year's probation. In response, Mr. Votto asked Mr. Stycos where he would see it anywhere in the system. It is an act that the committee would have to take and then deal with it whether it is an

arbitration or a grievance procedure. If it breaks school department or school committee policy, then the committee should take that action.

Mr. Stycos asked what they would gain as a school committee by passing this policy. In response, Mr. Votto referred to the second paragraph and noted that it gives more latitude with regard to the criteria and defines what qualifications are. It includes knowledge, playing experience, and coaching experience in a particular sport. If there were two candidates side by side, they would be able to weigh them based upon those three parameters even if there was a union and a non-union person. The more qualified individual would be hired. It also gives an opportunity that if a person does not receive a satisfactory review, there is a limit to the scope for them applying for other jobs. There may be a coach who does basketball and a coach who does tennis, and he or she may do one better than the other. In this case, they are coaching two sports, and they know they may have a problem with one of the sports. In this case, that limits the coach to the one sport and that person can't be appointed to another sport throughout the probationary period. It also gives requirements to the coaches. There is going to be a handout of the requirements for a position. The person will sign off on those requirements, and it will affect the evaluation process.

Mr. Lupino referred to paragraph 6 which states: "Any complaints regarding a coach, made to the administration by any parent, student,

or other person, who is considered in the evaluation will be promptly shared with the parties involved.” He asked if the School Committee is one of the parties involved, and Mr. Votto indicated that most definitely they were. The committee receives complaints from parents who want to remain anonymous. This applies to all employees. If he receives a complaint on a teacher, he asks for it to be in writing because he doesn’t follow through with a complaint unless there is written documentation. At that particular point, he notifies the teacher or any employee that he is doing an internal investigation to find out if the complaint is warranted. He then gets back to the parent or the individual involved as well as the teacher and then it becomes part of the record. Mr. Lupino added that Mrs. Lehrer was a member of the Coaching Sub-committee, and he apologized for her that she wasn’t present at one of the meetings when this was discussed. Mrs. Lehrer referred to the duties of the athletic director as evaluating coaches, but this is currently not in his duties. The evaluation process for coaches beyond the requirements of the Interscholastic League which Mr. Traficante is involved in is primarily the responsibility of the principals. Mr. Votto responded that Mr. Lupino was correct. It is the same with a teacher whose observations are done by the department chairs and provided to the principals. The administrator of that building is ultimately responsible for the evaluation process in conjunction with the athletic director. Mr. Lupino added that it is an awesome task primarily for an athletic

director who is dealing with two of the largest high schools in the State. In Warwick, they have an athletic director for the city yet they also have an athletic director at each one of the schools. It is something that should be looked at for the future. Mrs. Lehrer was wrong in stating that the athletic director does the evaluation. He does the discussion of the evaluation. He meets with the coaches and goes over the evaluation, but the actual evaluation is not part of his duties.

Mr. Lupino referred to the evaluation categories and stated that currently there is a category "non applicable". From the top to the bottom it is listed qualified, proficient, adequate, and it jumps down to non-adequate. He brought this up before when they have discussed other types of evaluations. The committee has gotten into discussion and situations where someone was given adequate because the evaluator was doing their duty because that person wasn't totally unacceptable. There was a very minute degree of acceptance either knowledge of the sport or the subject. It skews the evaluation process because that person is given an advantage in a composite of the evaluation that would put them at "adequate" when he could have been less than adequate. He asked if it would be difficult to add another category between "adequate" and "unsatisfactory" that would be a D grade meaning that the person had some knowledge of the sport but he was deficient in many of the other areas. In one

evaluation, it was a tie, and it went to the other degree which is “adequate”. Mr. Votto felt that it would cloud the situation. A person is either adequate or inadequate. If they started adding more categories and giving more subjectivity, they will start having problems. It is the number of criteria that decide whether one is an unsatisfactory coach or not. Mr. Lupino asked if the evaluators are aware of this situation that it could result in a tie. Mr. Votto said that it wouldn’t result in a tie because it is being based on the language that is in the teacher contract, the teacher evaluation handbook.

Ms. Iannazzi stated that she would be unable to support this Resolution because of openness about the resolution. The committee was handed this shortly before this meeting began so they were unable to get a grasp of all the issues. She understands that Mr. Votto, Mr. Palumbo, and Mr. Flynn did meet this week to discuss it. However, the School Committee found out this evening that that meeting took place, and they didn’t have a say in what was discussed or time to put forth any suggestions for what they might want to see included. Ms. Iannazzi also commented that she has concern along with Mr. Lupino that perhaps more categories should be added to the ratings, and for those reasons, she could not support it. In response, Mr. Votto stated that the committee is amending the first reading. There will be another reading in June. In discussions with Mr. Traficante, they are trying to get this in place before the end of the school year so that they can introduce it to the fall coaches. With regard to the requirements and check list provided, one of the things

is that they or their designee attend an Interscholastic meeting. Usually those meetings are held in July, and if this is not in place by the end of June and shared and communicated with them, it would be difficult to hold them to a standard. He cautioned the committee that they are amending a first reading. There will be another reading of this, and the School Committee will have another month to decipher this.

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Mr. Stycos commented to Mr. Lupino that he knew that he had spent considerable time on this policy. He asked Mr. Lupino if he was involved in any of these discussions on the modification of the policy and asked for his thoughts as a whole. Mr. Lupino responded that the sub-committee did hand off the responsibility for this to Mr. Votto, Mr. Traficante, and Mr. Flynn because there were issues with a possible infringement on the contract. The sub-committee made their recommendations to them because their discussions would come back in the form that the committee is receiving this evening. It would be presented to the entire School Committee, and they would have discussion about the situation and that it would be a policy amendment that would have to be read two times. Because an amendment has been made to this policy, it would be read again next month. There is time for discussion. It was handed off because they were the three people who were most at odds about the situation. They did follow the wishes of the committee. Mr. Votto added that

administration was directed out of a negotiating session to take this outside negotiations and to create a policy that did not exist in the school system. They did that, and the committee had some issues with it last month. They tabled it and directed himself and the Chair of the committee to meet with Mr. Flynn. Mr. Lupino did do a lot of work on this policy, but the direction last month was to sit down with the Chair and the President of the Union to come up with some resolution because the committee had some concerns. It was Mr. Flynn who had some concerns, and the committee supported him in that effort and told them to sit down to discuss it. Mr. Lupino added that Mr. Neri was in the position when the Coaching Sub-committee was first started.

Mr. Palumbo stated that the committee is picking at this the same way that a kid picks at a scab on his hand. The committee will have a chance again to do something. He, Mr. Votto, Mr. Lupino, Mr. Palumbo, and Mr. Flynn came up with the policy, and now the committee is tearing it apart. He guaranteed the committee that they will tear it apart again next month. The explanation given to the committee is very reasonable. Mr. Stycos stated that he wants a policy that works. What the committee is doing now doesn't work. He wants to make sure that what they do in the future will work.

Mr. Stycos stated that Mr. Votto made reference to attending the coaching meeting, and this was a big issue. He stated that he did not see it referenced in the policy. Mr. Votto responded that it is noted in

the last paragraph of the proposed policy that each coach will be provided with a copy of the requirements for each position. This is a separate document. He further commented that everyone wants the policy to work. The last policy given to the committee was rather strong, and if the committee read the last document given to them and compare this one, they will see that through work and cooperation, they have come to an agreement. The last one was a much stronger policy before the group was sent back to the drawing board.

This Resolution was adopted with Ms. Iannazzi opposed for first reading.

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TABLED RESOLUTION

It was moved by Mr. Lupino to remove Resolution No. 05-4-4 from the table.

There was no second to the motion. This Resolution remains on the table.

SPONSORED BY MR. LUPINO

NO. 05-4-4 - RESOLVED that an additional appropriation of

approximately \$10,000 be budgeted for the purpose of hiring another part-time, non-benefited truant officer to expand the truancy enforcement effort and to enforce Resolution No. 05-4-3. This Resolution shall be adopted contingent upon the adoption of Resolution No. 05-4-3.

VI. SPEAKERS – Non-agenda Items

Sandra Powers, English Department Chair, Bain Middle School – She asked to speak to the committee about literacy. She told the committee that if they really support a literate community then they will make sure that they supply the libraries with what they need. Several times they have received cuts, 50% cuts that were not returned to them. She has three words in her vocabulary, stamina, perseverance, and excellence of what she sees. She can talk to the committee about what she sees every day. English teachers take their students to the library about every two weeks for a new book. When they go there, they need things to be provided. With regard to the librarian and the library clerk at Bain Middle School, these people go out and buy books for a couple of dollars at Building 19. That is really stretching the money. If they were sufficiently funded for literacy, and even earlier the committee talked about performance skills, they don't use those books because they were told that the students can't write in them. That is a literacy skill. They were told that it was taken away. It was given to them one year, and the next year they were told that they could no longer have students write in

those books that were supposed to be consumables. The committee is saying that they support literacy, and another word that she has is the stamina that the librarian gives up her time, an unassigned and administrative duty, to stay in the library. The library clerk also gives up time to shelve books to prepare them to make sure that the process works. She has been around for a while, and she has watched how a library clerk can reach some children, especially at the middle school age, that other people, just like all the other staff in the building, custodians, kitchen people, it is one of those auxiliary people, who really help touch lives, taking an interest in them, offering concerns and kindnesses, to students who are often awkward during this middle school stage. It takes every adult that they have. She asked the committee to not once again say that they want literacy and then cut off the funding, the library funds 50%. They don't have enough books. They scrounge as it is. All of her teachers work without textbooks. They make do with what they have, and she asked that the committee fund what is appropriate.

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Moved by Mr. Lupino, seconded by Mrs. Greifer and unanimously carried that the meeting be adjourned.

**There being no further business to come before the meeting, it was
adjourned at
9:58 p.m.**

Respectfully submitted,

**Anthony J. Lupino
Clerk**

PERSONNEL 4112.5

ATHLETIC COACHES

All coaching positions, not just new positions or those in which the incumbent had decided he/she was not interested in reappointment will be adequately posted in each school building by the Superintendent. The position may at the discretion of the Athletic Director be advertised in a local newspaper.

Positions covered by this article shall be filled on the basis of the best qualified person available. Qualified person is defined as an applicant with knowledge and experience in the particular sport.

Coaches will be evaluated by the Athletic Director and Principal.

A coach will be evaluated yearly.

After a formal evaluation, the evaluators and the coach will agree on a time for a conference to be held as soon as practicable.

A coach will be allowed to review a copy of the evaluation and will have the right to discuss said evaluation with their evaluators and initial said evaluation before the evaluation is placed in their personnel files.

Any complaints regarding a coach, made to the administration by any parent, student, or other person, which is considered in evaluating said coach will be promptly shared with said coach.

A satisfactory evaluation is required for a coach to be considered for appointment to a new position or a reappointment to their previous coaching assignment.

The Athletic Director will provide the coach with a copy of the position's requirements. The coach will sign acknowledging receipt

of said document.

Failure to comply with the requirements will result in the coach not being reappointed.

Policy Adopted: _____ CRANSTON PUBLIC SCHOOLS

Resolution No. _____ CRANSTON, RI
5118.7

STUDENTS

AFFIRMATION OF RESIDENCY AFFIDAVIT

The Cranston Public Schools has constantly established a reputation for excellence, and due to their success and Cranston’s proximity to other urban areas, Cranston Public Schools may occasionally attract students who may not

live in Cranston.

The committee hereby authorizes the Superintendent to include and require the attached affidavit (see Exhibit A) to be signed (along with the disciplinary code letter of understanding) at the beginning of each school year, or, in the case of new students entering during the school year, before such students are admitted.

This affidavit should identify the student, his or her parent, guardian, or approved caretaker along with the legal Cranston address where the student resides. This shall be a legally binding agreement for the liability of payment of out-of-district tuition (as set by the committee) by the parent, guardian, or caretaker should it be determined that the student does not reside in Cranston. The student will be automatically demitted from the school and may not be re-admitted until such time as proof of residency is made.

This affidavit would exclude those out-of-district students who attend the Cranston Area Career & Technical Center, the New England Laborers'/Cranston Public Schools' Construction Career Academy, or any out-of-district students attending Cranston Public Schools under state and federal mandates.

Policy Adopted: May 16, 2007 CRANSTON PUBLIC SCHOOLS
Resolution No.: 05-5-7 CRANSTON, RI

5118.7

(Exhibit A)

CRANSTON PUBLIC SCHOOLS
AFFIDAVIT

Caution: Read this statement carefully before signing. This document requires you to provide information which, if not true, could make you responsible for the payment of tuition for your child to attend the Cranston Public Schools.

I.

I, _____, affirm that

(name)
name)

(child's

whose birth date is _____ resides
permanently with me at
(month/day/year)

my residence at _____, in
the Cranston, RI
(street address)

Public School District. I am the (check one):

_____ custodial parent

_____ legal guardian

_____ state appointed custodian

_____ person responsible for the child who resides with me for other
than

the sole purpose of attending the Cranston Public Schools

of the above-named child. Submitted with this statement, if

applicable, is a certified copy of a court order granting me custody, legal guardianship, or temporary state custody of the above-named child.

II.

I understand that only legal residents of the City of Cranston, who are otherwise eligible, are entitled to be educated by the City of Cranston without charge.

III.

If any of the information above ceases to be true, I shall immediately notify the Cranston Public Schools in writing and, if the child is permitted to remain in the Cranston School System, I will be responsible for payment of tuition for the child at the prevailing district rate on a pro-rated basis (unless otherwise permitted to remain in the district by applicable law or regulation.) Such payment shall be charged from the date that any of the above information ceases to be true. Such tuition shall become immediately due and payable.

I affirm that the above statements are true and accurate to the best of my knowledge:

Signature

Date

PERSONNEL 4112.5